



**Confidential & Independent Voting & Surveys**

A Division of Democratic Outcomes Pty Ltd

# Declaration of Result

## Protected Action Ballot

**Communications, Electrical, Electronic, Energy, Information,  
Postal, Plumbing and Allied Services Union of Australia**

**v**

**WICET Services Pty Ltd T/A WICET Services Pty Ltd  
(B2023/903)**

**15 September 2023**

# 1. Ballot Result

Total Eligible Voters: 13  
Total Participated: 13

13 out of 13 have answered all questions 100.0%

Final Ballot Audit: Friday, 15 September 2023 at 10.15am AWST

*Diagram 1: Final Vote Participation*

Communications, Electrical, Electronic, Energy, Information, Postal,  
Plumbing and Allied Services Union of Australia Protected Action Ballot

Voters: 13  
13 / 13 have cast votes

13 / 13 have answered all questions (100.0%)

## 2. CiVS Independence Declaration

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot has been managed and declared independent of all other parties.

The Communications, Electrical, Electronic, Energy, Information, Postal, Plumbing and Allied Services Union of Australia Protected Action Ballot result has been audited and the declared result is assured.

Yours Sincerely,



Mike Michael  
Managing Director  
Democratic Outcomes Pty Ltd

### 3. Questions and Results

#### Question 1

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

1. An unlimited number of stoppages of work, including consecutive stoppages of work, for one (1) hour in duration?

■ Yes - 13 (100%)

■ No - 0 (0%)



#### Question 2

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

2. An unlimited number of stoppages of work, including consecutive stoppages of work, for two (2) hours in duration?

■ Yes - 13 (100%)

■ No - 0 (0%)



### Question 3

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

3. An unlimited number of stoppages of work, including consecutive stoppages of work, for four (4) hours in duration?

■ Yes - 13 (100%)

■ No - 0 (0%)



### Question 4

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

4. An unlimited number of stoppages of work, including consecutive stoppages of work, for six (6) hours in duration?

■ Yes - 13 (100%)

■ No - 0 (0%)



## Question 5

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

5. An unlimited number of stoppages of work, including consecutive stoppages of work, for twelve (12) hours in duration?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 6

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

6. An unlimited number of stoppages of work, including consecutive stoppages of work, for twenty-four (24) hours in duration?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 7

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

7. An unlimited number of indefinite or periodic bans on the performance of irregular overtime except in an emergency situation or to make safe?

■ Yes - 13 (100%)

■ No - 0 (0%)



## Question 8

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

8. An unlimited number of indefinite or periodic bans on the utilisation of skills and/or the performance of tasks associated with high-risk tickets and/or licenses, except in an emergency situation or to make safe?

■ Yes - 13 (100%)

■ No - 0 (0%)



## Question 9

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

9. An unlimited number of indefinite or periodic bans on the operating of Dozers?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 10

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

10. An unlimited number of indefinite or periodic bans on the performance of higher duties?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 11

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

11. An unlimited number of indefinite or periodic bans on working with, or providing instruction or direction to, Contractors?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 12

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

12. An unlimited number of indefinite or periodic bans on flexibility relating to the staggering of scheduled breaks?

- Yes - 13 (100%)
- No - 0 (0%)





## Question 13

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

13. An unlimited number of indefinite or periodic bans on training or up skilling, except where it is a regulatory requirement (LVR/CPR)?

- Yes - 13 (100%)
- No - 0 (0%)



## Question 14

In support of reaching an Enterprise Agreement with your employer, do you endorse the taking of any and all protected industrial action which is authorised by this ballot, separately, concurrently and/or consecutively in the form of:

14. An unlimited number of indefinite or periodic bans on HV switching operations, except in an emergency or to make safe?

- Yes - 13 (100%)
- No - 0 (0%)





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